

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

U.S. Fish and Wildlife Service: FWS

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed	3	19	28	19	22	23
Number of Complainants	2	11	22	19	22	23
Repeat Filers	1	1	2	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1	8	9	6	7	4
Color	0	2	4	1	3	2
Religion	0	1	0	1	1	3
Reprisal	2	14	17	9	9	14
Sex	1	8	13	6	9	3

National Origin	1	1	2	1	2	3
Equal Pay Act	0	3	0	0	0	0
Age	0	5	7	4	9	9
Disability	1	2	1	5	9	7
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2003	2004	2005	2006	2007	
Appointment/Hire	1	2	6	2	2	1
Assignment of Duties	1	2	3	2	2	2
Awards	0	0	2	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	2	4	2	0	2
Suspension	0	2	0	1	0	1
Removal	0	0	1	1	1	0
Other	0	2	3	4	0	3
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	2	4	2	1	5
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	1	7	12	7	8	12
Sexual	0	1	1	1	0	0

Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	4	2	0	0	0
Promotion/Non-Selection	0	4	4	1	6	2
Reassignment						
Denied	0	1	1	0	0	0
Directed	0	0	0	0	1	2
Reasonable Accommodation	0	0	2	0	1	2
Reinstatement	0	0	0	0	0	0
Retirement	0	1	1	1	0	1
Termination	0	1	2	5	4	1
Terms/Conditions of Employment	1	6	7	2	0	1
Time and Attendance	0	3	4	0	1	2
Training	0	2	0	1	0	0
Other	1	3	3	7	5	10
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation	112.17	97.89	142.12	175.06	241.10	219.21
Average number of days in final action	0	0	154.40	184.42	120.71	151.73

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	116.75	96.00	151.80	183.83	228.40	185.08
Average number of days in final action	0	0	36.00	40.00	30.50	48.50
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	103.00	99.40	137.91	169.80	252.64	232.87
Average number of days in final action	0	0	184.00	197.55	241.00	167.62
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	0	0	1	2	2	3
Average days pending prior to dismissal	0	0	24	77	352	128
Complaints Withdrawn by Complainants						
Total Complaints	0	0	2	0	1	1

[illegible]

[illegible]

[illegible]

[illegible]

Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data									2008Thru09-30		
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years	4	7	26	30	30	38						
Total Complainants	2	3	12	20	25	35						
Number complaints pending												
Investigation	0	0	0	0	2	2						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	0	0	0	0	2	2						
Final Agency Action	0	1	1	2	2	6						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data									2008Thru09-		

	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	6	6	4